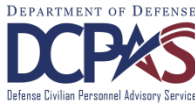




# Force of the Future - SECDEF Approved

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- Civilian Reform Proposals highlighted on November 18<sup>th</sup>
  - Improve and enhance college internship programs
  - Designate a Chief Recruiting Officer
  - Establish a Center for Talent Development (CTD)
  - Establish a Civilian Human Capital Innovation Laboratory (CHIL)
  
- Implementation Plans submitted to OUSD/P&R for review
  
- Other Initiatives under consideration, but not yet approved



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# HR-SPAS Drill Down

- Improve/Enhance Internship Programs
  - Opportunities in Critical Occupations
  - Intern performance evaluation model
  - Database of internships --- facilitate placements and awareness
  - Blueprint for Intern to Perm entry-level
- Chief Recruitment Officer (CRO)
  - HQE to act as SES headhunter/recruiter
  - Work with Component Senior Exec Mgmt Offices to fill critical needs
- Center for Talent Development (CTD)
  - One stop repository of Expertise, Programs, Policy, Guidance on Civ Talent Development
  - Propose and Deliver world-class learning and development opportunities
  - Strategic and Holistic approach --- MCO's and WF Competency Gaps
- Civilian Human Capital Innovation Laboratory (CHIL)
  - Act as an Incubator for Human Capital Mgmt innovation and advancement
  - Diverse team that includes HR experts, Industry and Academia; Gov't & Private sector
  - Design, launch and evaluate multiple pilots, prototypes and experiments for DoD HCM

